

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>				1. CONTRACT ID CODE <b>0</b>		PAGE OF PAGES <b>1   3</b>	
2. AMENDMENT/MODIFICATION NO. <b>A00053</b>		3. EFFECTIVE DATE <b>01-Apr-2002</b>		4. REQUISITION/PURCHASE REQ. NO.		5. PROJECT NO. (If applicable)	
6. D BY <b>ONS/LGC (ROSEMARIE FIDELIE, CONTRACTING OFFICER)</b> <b>ROSEMARIE.FIDELIE@SHEPPARD.AF.MIL, 136 K AVE, SUITE 1, BLDG 1664</b>		CODE <b>FA3020</b>		7. ADMINISTERED BY (If other than item 6)		CODE	
<b>SHEPPARD AFB, TX 76311-2746</b>		<b>See Item 6</b>					
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)  <b>RAYTHEON AEROSPACE COMPANY</b> <b>555 INDUSTRIAL DRIVE SOUTH</b>  <b>MADISON, MS 39110</b>  CODE <b>1P066</b> FACILITY CODE				9A. AMENDMENT OF SOLICITATION NO.			
				9B. DATED (SEE ITEM 11)			
				X 10A. MOD. OF CONTRACT/ORDER NO. <b>F41689-97-C-0509</b>			
				X 10B. DATED (SEE ITEM 13) <b>09-Mar-2001</b>			
<b>11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS</b>							
<input type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input type="checkbox"/> is extended, <input type="checkbox"/> is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the document; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN THE REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.							
12. ACCOUNTING AND APPROPRIATION DATA (If required)							
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.							
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.							
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B).							
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:							
X D. OTHER (Specify type of modification and authority) <b>FAR 52.217-9 Option To Extend The Term of Contract</b>							
E. IMPORTANT: Contractor <input checked="" type="checkbox"/> is not, <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.							
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) <b>Exercise Option Period Five, 1 April 2002 through 30 September 2002</b>  <b>Point of Contact: Rose Marie Fidelie</b> <b>Telephone No.: (940)676-2926</b>							
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.							
15A. NAME AND TITLE OF SIGNER (Type or print)				16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) <b>ROSEMARIE FIDELIE / CONTRACT OFFICER, SPECIALIZED</b>			
15B. CONTRACTOR/OFFEROR  _____ (Signature of person authorized to sign)		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA  <i>Rose Marie Fidelie</i> BY _____ (Signature of Contracting Officer)		16C. DATE SIGNED <b>11-Mar-2002</b>	

**CONTINUATION SHEET**REFERENCE NO. OF DOCUMENT BEING CONTINUED  
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2 OF 3NAME OF OFFEROR OR CONTRACTOR  
RAYTHEON AEROSPACE COMPANY

## SECTION SF 30 BLOCK 14 CONTINUATION PAGE

## SUMMARY OF CHANGES

Contract No. F41689-97-C0509

A00053

Page 2 of 3

14a. Pursuant to contract Part II, Section I, Contract Clause I-195, FAR 52.217-9, entitled, "Option to Extend the Term of the Contract", the Government elects to extend the basic contract to include Option Period Five, 1 April 2002 through 30 September 2002.

14b. Exercise of Option Period Five is subject to contract Part II, Section I, Contract Clause I-404, FAR 52.232-18, entitled, "Availability of Funds."

14c. Pursuant to contract Part II, Section I, Contract Clause I-283, FAR 52.222-41, entitled, "Service Contract Act of 1965, as amended (MAY 1989)", Area Wage Determinations 94-2526 (Rev. 17) dated 06/21/2001; 94-2518 (Rev. 18) dated 05/22/2001; 94-2064 (Rev. 12) dated 05/07/2001; 94-2544 (Rev. 23) dated 05/15/2001; and 94-2122 (Rev. 15) dated 07/20/2001 are applicable to option period four, fiscal year 2002 for the period 1 October 2001 through 30 March 2002. The Collective Bargaining Agreement between Raytheon Aerospace Company and International Association of Machinists and Aerospace Workers District Lodge 776 and Local Lodge 2771 effective January 27, 2000 through April 11, 2003 is also incorporated.

Sheppard AFB TX	94-2526 (Rev. 17) dated 06/21/2001 (Attachment 2a)
Goodfellow AFB TX	94-2518 (Rev. 18) dated 05/22/2001 (Attachment 2b)
Vandenburg AFB CA	94-2064 (Rev. 12) dated 05/07/2001 (Attachment 2c)
Fort Eustis, VA	94-2544 (Rev. 23) dated 05/15/2001 (Attachment 2d)
NAS Pensacola, FL	94-2122 (Rev. 15) dated 07/20/2001 (Attachment 2e)
Collective Bargaining Agreement	00-0096 (Rev. 02) dated 07/20/2000 (Attachment 2f)

14d. The following contract pages are to be deleted from the contract and the revised replacement pages attached to this modification are provided for incorporation into the contract:

DELETE PAGE NO.

Section J  
Attachment 2  
Attachment 2a  
Attachment 2b  
Attachment 2c  
Attachment 2d  
Attachment 2e  
Attachment 2f

INSERT PAGE NO.

Section J  
Attachment 2  
Attachment 2a  
Attachment 2b  
Attachment 2c  
Attachment 2d  
Attachment 2e  
Attachment 2f

14e. Pursuant to Part II, entitled, "Contract Clauses Section I, Paragraph I-285, FAR 52.222-43, entitled, "Fair Labor Standards Act and Service Contract Act—Price Adjustment (Multiple Year and Option Contracts)". The contractor is required to notify the contracting officer of any increases or decreases in the cost of performance of this

**CONTINUATION SHEET**REFERENCE NO. OF DOCUMENT BEING CONTINUED  
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RAYTHEON AEROSPACE COMPANY

contract by reason of application of the wage determinations or the Collective Bargaining Agreement cited in paragraph 14c. above. Any increases or decreases shall be forwarded to the contracting office within thirty days after the effective date of this modification ( 1 May 2002). The parties shall enter into negotiations for the purpose of making appropriate adjustments in contract price applicable to said wage determinations or Collective Bargaining Agreement.

14f. No other changes are either expressed or implied.

Part III – LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACHMENTS

SECTION J

List of Attachments

(All listed attachments are at the end of this document)

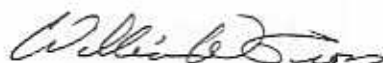
<u>FORM NR</u>	<u>TITLE</u>	<u>DATE/Mod.</u>	<u>NR OF PAGES</u>
Attachment 1	Performance Work Statement	See Mods.	~1036
Attachment 2	Area Wage Determinations	A00053	1
Attachment 2a	U.S. Department of Labor Wage Determination 94-2526 (Rev. 17)	06/21/2001	10
Attachment 2b	U.S. Department of Labor Wage Determination 94-2518 (Rev. 18)	05/22/2001	10
Attachment 2c	U.S. Department of Labor Wage Determination 94-2064 (Rev. 12)	05/07/2001	10
Attachment 2d	U.S. Department of Labor Wage Determination 94-2544 (Rev. 23)	05/15/2001	10
Attachment 2e	U.S. Department of Labor Wage Determination 94-2122 (Rev. 15)	07/20/2001	10
Attachment 2f	Collective Bargaining Agreement 00-0096 (Rev. 02)	07/20/2000	85
Attachment 3	DD Form 254, Contract Security Classification Specification	N/A	2
Attachment 4	Employee Classification	N/A	3
Attachment 5	Mobilization Exemption Request	N/A	2

CONTRACT F41689-97-C-0509  
MODIFICATION A00053  
ATTACHMENT 2

CONTRACT F41689-97-C-0509  
MODIFICATION A00053  
ATTACHMENT 2a

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2526  
Revision No.: 17  
Date of Last Revision: 06/21/2001

States: Oklahoma, Texas

Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson, Kiowa, Stephens,  
Tillman  
Texas Counties of Archer, Baylor, Clay, Wichita, Wilbarger

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

**Administrative Support and Clerical Occupations**

Accounting Clerk I	9.15
Accounting Clerk II	10.33
Accounting Clerk III	11.60
Accounting Clerk IV	12.97
Court Reporter	13.34
Dispatcher, Motor Vehicle	12.31
Document Preparation Clerk	8.00
Duplicating Machine Operator	8.00
Film/Tape Librarian	10.33
General Clerk I	7.42
General Clerk II	8.34
General Clerk III	9.06
General Clerk IV	10.17
Housing Referral Assistant	13.02
Key Entry Operator I	7.63
Key Entry Operator II	9.11
Messenger (Courier)	6.56
Order Clerk I	9.72
Order Clerk II	10.61
Personnel Assistant (Employment) I	9.39
Personnel Assistant (Employment) II	10.58
Personnel Assistant (Employment) III	11.86
Personnel Assistant (Employment) IV	13.27
Production Control Clerk	13.43
Rental Clerk	10.33
Scheduler, Maintenance	10.03
Secretary I	10.34
Secretary II	11.64
Secretary III	14.27
Secretary IV	14.51
Secretary V	15.36

Service Order Dispatcher	12.67
Stenographer I	12.61
Stenographer II	13.36
Supply Technician	14.51
Survey Worker (Interviewer)	11.63
Switchboard Operator-Receptionist	9.10
Test Examiner	11.64
Test Proctor	11.64
Travel Clerk I	7.79
Travel Clerk II	8.35
Travel Clerk III	8.76
Word Processor I	9.18
Word Processor II	10.26
Word Processor III	11.56

**Automatic Data Processing Occupations**

Computer Data Librarian	9.76
Computer Operator I	10.78
Computer Operator II	12.08
Computer Operator III	13.90
Computer Operator IV	18.22
Computer Operator V	20.23
Computer Programmer I (1)	13.83
Computer Programmer II (1)	16.80
Computer Programmer III (1)	20.56
Computer Programmer IV (1)	22.61
Computer Systems Analyst I (1)	18.10
Computer Systems Analyst II (1)	22.58
Computer Systems Analyst III (1)	24.37
Peripheral Equipment Operator	11.22

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	16.77
Automotive Glass Installer	15.05
Automotive Worker	15.05
Electrician, Automotive	15.89
Mobile Equipment Servicer	13.35
Motor Equipment Metal Mechanic	16.77
Motor Equipment Metal Worker	15.05
Motor Vehicle Mechanic	16.77
Motor Vehicle Mechanic Helper	12.47
Motor Vehicle Upholstery Worker	14.18
Motor Vehicle Wrecker	15.05
Painter, Automotive	15.89
Radiator Repair Specialist	15.05
Tire Repairer	12.90
Transmission Repair Specialist	16.77

**Food Preparation and Service Occupations**



Baker	
Cook I	10.49
Cook II	9.32
Dishwasher	10.49
Food Service Worker	6.96
Meat Cutter	6.96
Waiter/Waitress	11.93
	7.55

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	
Furniture Handler	15.89
Furniture Refinisher	11.43
Furniture Refinisher Helper	15.89
Furniture Repairer, Minor	12.47
Upholsterer	14.18
	15.89

**General Services and Support Occupations**

Cleaner, Vehicles	
Elevator Operator	7.08
Gardener	7.40
House Keeping Aid I	8.90
House Keeping Aid II	6.45
Janitor	7.29
Laborer, Grounds Maintenance	7.14
Maid or Houseman	8.10
Pest Controller	6.45
Refuse Collector	11.37
Tractor Operator	6.96
Window Cleaner	9.32
	7.75

**Health Occupations**

Dental Assistant	
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.93
Licensed Practical Nurse II	9.56
Licensed Practical Nurse III	10.74
Medical Assistant	12.01
Medical Laboratory Technician	9.80
Medical Record Clerk	11.93
Medical Record Technician	9.77
Nursing Assistant I	13.54
Nursing Assistant II	7.10
Nursing Assistant III	7.98
Nursing Assistant IV	8.71
Pharmacy Technician	9.77
Phlebotomist	12.19
Registered Nurse I	10.74
Registered Nurse II	15.19
Registered Nurse II, Specialist	18.65
	18.65

Registered Nurse III	22.48
Registered Nurse III, Anesthetist	22.48
Registered Nurse IV	26.94

**Information and Arts Occupations**

Audiovisual Librarian	16.24
Exhibits Specialist I	13.42
Exhibits Specialist II	15.00
Exhibits Specialist III	18.34
Illustrator I	13.42
Illustrator II	15.00
Illustrator III	18.34
Librarian	17.24
Library Technician	11.63
Photographer I	12.18
Photographer II	13.69
Photographer III	15.29
Photographer IV	18.34
Photographer V	22.20

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.50
Counter Attendant	6.50
Dry Cleaner	7.49
Finisher, Flatwork, Machine	6.50
Presser, Hand	6.50
Presser, Machine, Drycleaning	6.50
Presser, Machine, Shirts	6.50
Presser, Machine, Wearing Apparel, Laundry	6.50
Sewing Machine Operator	8.33
Tailor	8.87
Washer, Machine	7.06

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	15.89
Tool and Die Maker	22.22

**Material Handling and Packing Occupations**

Forklift Operator	13.39
Fuel Distribution System Operator	15.36
Material Coordinator	12.08
Material Expediter	12.08
Material Handling Laborer	9.03
Order Filler	9.74
Production Line Worker (Food Processing)	10.29
Shipping Packer	10.03
Shipping/Receiving Clerk	10.07
Stock Clerk (Shelf Stocker, Store Worker II)	10.87
Store Worker I	8.63

Tools and Parts Attendant	11.43
Warehouse Specialist	10.29

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	16.77
Aircraft Mechanic Helper	12.47
Aircraft Quality Control Inspector	18.80
Aircraft Servicer	14.18
Aircraft Worker	15.05
Appliance Mechanic	15.89
Bicycle Repairer	12.90
Cable Splicer	19.28
Carpenter, Maintenance	15.89
Carpet Layer	15.05
Electrician, Maintenance	19.33
Electronics Technician, Maintenance I	16.08
Electronics Technician, Maintenance II	16.93
Electronics Technician, Maintenance III	17.95
Fabric Worker	14.18
Fire Alarm System Mechanic	16.77
Fire Extinguisher Repairer	13.35
Fuel Distribution System Mechanic	16.77
General Maintenance Worker	15.05
Heating, Refrigeration and Air Conditioning Mechanic	16.77
Heavy Equipment Mechanic	16.77
Heavy Equipment Operator	15.55
Instrument Mechanic	16.77
Laborer	9.83
Locksmith	15.89
Machinery Maintenance Mechanic	16.77
Machinist, Maintenance	16.97
Maintenance Trades Helper	12.47
Millwright	16.77
Office Appliance Repairer	15.89
Painter, Aircraft	15.89
Painter, Maintenance	15.89
Pipefitter, Maintenance	16.77
Plumber, Maintenance	15.89
Pneudraulic Systems Mechanic	16.77
Rigger	16.77
Scale Mechanic	15.05
Sheet-Metal Worker, Maintenance	16.77
Small Engine Mechanic	15.05
Telecommunication Mechanic I	19.28
Telecommunication Mechanic II	20.24
Telephone Lineman	19.28
Welder, Combination, Maintenance	16.77
Well Driller	16.77
Woodcraft Worker	16.77

Woodworker	13.35
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**Miscellaneous Occupations**

Animal Caretaker	8.11
Carnival Equipment Operator	8.70
Carnival Equipment Repairer	9.32
Carnival Worker	6.96
Cashier	6.92
Desk Clerk	7.89
Embalmer	16.57
Lifeguard	9.02
Mortician	17.16
Park Attendant (Aide)	11.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.09
Recreation Specialist	10.95
Recycling Worker	8.70
Sales Clerk	8.40
School Crossing Guard (Crosswalk Attendant)	6.96
Sport Official	8.09
Survey Party Chief (Chief of Party)	13.21
Surveying Aide	8.87
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.14
Swimming Pool Operator	9.79
Vending Machine Attendant	8.70
Vending Machine Repairer	10.49
Vending Machine Repairer Helper	8.70

**Personal Needs Occupations**

Child Care Attendant	7.90
Child Care Center Clerk	9.86
Chore Aid	6.85
Homemaker	10.98

**Plant and System Operation Occupations**

Boiler Tender	16.77
Sewage Plant Operator	15.89
Stationary Engineer	16.77
Ventilation Equipment Tender	12.47
Water Treatment Plant Operator	15.89

**Protective Service Occupations**

Alarm Monitor	8.67
Corrections Officer	11.45
Court Security Officer	12.33
Detention Officer	11.45
Firefighter	11.85
Guard I	8.72
Guard II	12.19
Police Officer	14.75

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	
Hatch Tender	14.27
Line Handler	12.41
Stevedore I	12.41
Stevedore II	11.70
	13.10

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	10.82
Archeological Technician II	12.10
Archeological Technician III	15.00
Cartographic Technician	16.38
Civil Engineering Technician	15.00
Computer Based Training (CBT) Specialist/ Instructor	18.71
Drafter I	10.69
Drafter II	13.26
Drafter III	14.92
Drafter IV	16.64
Engineering Technician I	10.22
Engineering Technician II	12.66
Engineering Technician III	14.23
Engineering Technician IV	15.83
Engineering Technician V	19.44
Engineering Technician VI	23.54
Environmental Technician	14.89
Flight Simulator/Instructor (Pilot)	22.58
Graphic Artist	14.89
Instructor	18.10
Laboratory Technician	12.09
Mathematical Technician	17.24
Paralegal/Legal Assistant I	13.38
Paralegal/Legal Assistant II	16.67
Paralegal/Legal Assistant III	20.40
Paralegal/Legal Assistant IV	24.66
Photooptics Technician	17.24
Technical Writer	19.67
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	11.36
Weather Observer, Senior (3)	12.63
Weather Observer, Upper Air (3)	11.36

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	
Parking and Lot Attendant	10.87
Shuttle Bus Driver	10.29
Taxi Driver	11.08
Truckdriver, Heavy Truck	9.62
Truckdriver, Light Truck	12.89
Truckdriver, Medium Truck	11.08
Truckdriver, Tractor-Trailer	11.70
	12.89

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and



hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the

employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

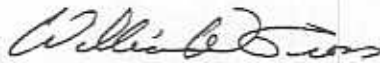
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CONTRACT F41689-97-C-0509  
MODIFICATION A00053  
ATTACHMENT 2b

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2518  
Revision No.: 18  
Date of Last Revision: 05/22/2001

States: New Mexico, Oklahoma, Texas

Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union  
Oklahoma Counties of Beaver, Cimarron, Texas

Texas Counties of Andrews, Armstrong, Bailey, Borden, Brewster, Briscoe, Brown, Callahan, Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crane, Crockett, Crosby, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Irion, Jeff Davis, Jones, Kent, Kimble, King, Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn, Martin, McCulloch, Menard, Midland, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Pecos, Potter, Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford, Sherman, Stephens, Sterling, Stonewall, Sutton, Swisher, Taylor, Terrell, Terry, Throckmorton, Tom Green, Upton, Ward, Wheeler, Winkler, Yoakum, Young

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

Accounting Clerk I	7.71
Accounting Clerk II	8.42
Accounting Clerk III	10.52
Accounting Clerk IV	12.35
Court Reporter	13.39
Dispatcher, Motor Vehicle	10.67
Document Preparation Clerk	11.95
Duplicating Machine Operator	11.95
Film/Tape Librarian	9.85
General Clerk I	7.42
General Clerk II	8.34
General Clerk III	14.77
General Clerk IV	15.18
Housing Referral Assistant	13.56
Key Entry Operator I	6.64
Key Entry Operator II	8.42
Messenger (Courier)	6.98
Order Clerk I	9.34
Order Clerk II	10.22
Personnel Assistant (Employment) I	9.87
Personnel Assistant (Employment) II	11.08
Personnel Assistant (Employment) III	15.06
Personnel Assistant (Employment) IV	15.26
Production Control Clerk	13.57
Rental Clerk	9.85

Scheduler, Maintenance	11.32
Secretary I	11.32
Secretary II	16.11
Secretary III	16.27
Secretary IV	18.08
Secretary V	20.03
Service Order Dispatcher	9.28
Stenographer I	10.44
Stenographer II	10.85
Supply Technician	14.77
Survey Worker (Interviewer)	13.39
Switchboard Operator-Receptionist	8.50
Test Examiner	15.39
Test Proctor	15.39
Travel Clerk I	8.23
Travel Clerk II	8.81
Travel Clerk III	9.37
Word Processor I	9.37
Word Processor II	11.73
Word Processor III	13.13

**Automatic Data Processing Occupations**

Computer Data Librarian	10.33
Computer Operator I	8.37
Computer Operator II	10.67
Computer Operator III	14.34
Computer Operator IV	15.93
Computer Operator V	17.64
Computer Programmer I (1)	14.20
Computer Programmer II (1)	17.65
Computer Programmer III (1)	21.52
Computer Programmer IV (1)	26.04
Computer Systems Analyst I (1)	17.95
Computer Systems Analyst II (1)	22.50
Computer Systems Analyst III (1)	24.48
Peripheral Equipment Operator	10.67

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	17.49
Automotive Glass Installer	17.73
Automotive Worker	17.73
Electrician, Automotive	18.94
Mobile Equipment Servicer	15.35
Motor Equipment Metal Mechanic	20.11
Motor Equipment Metal Worker	17.73
Motor Vehicle Mechanic	20.38
Motor Vehicle Mechanic Helper	14.18
Motor Vehicle Upholstery Worker	16.56
Motor Vehicle Wrecker	17.73

Painter, Automotive	18.94
Radiator Repair Specialist	17.73
Tire Repairer	12.90
Transmission Repair Specialist	20.11

**Food Preparation and Service Occupations**

Baker	8.74
Cook I	7.62
Cook II	8.74
Dishwasher	6.16
Food Service Worker	6.16
Meat Cutter	10.05
Waiter/Waitress	6.71

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	16.47
Furniture Handler	10.26
Furniture Refinisher	16.47
Furniture Refinisher Helper	12.33
Furniture Repairer, Minor	14.40
Upholsterer	16.47

**General Services and Support Occupations**

Cleaner, Vehicles	6.16
Elevator Operator	6.16
Gardener	7.10
House Keeping Aid I	6.13
House Keeping Aid II	6.16
Janitor	6.16
Laborer, Grounds Maintenance	6.79
Maid or Houseman	6.13
Pest Controller	9.07
Refuse Collector	7.10
Tractor Operator	8.14
Window Cleaner	6.79

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	9.72
Licensed Practical Nurse II	10.91
Licensed Practical Nurse III	12.20
Medical Assistant	9.77
Medical Laboratory Technician	10.31
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71

Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	10.91
Registered Nurse I	15.57
Registered Nurse II	19.06
Registered Nurse II, Specialist	19.06
Registered Nurse III	23.06
Registered Nurse III, Anesthetist	23.06
Registered Nurse IV	27.62

**Information and Arts Occupations**

Audiovisual Librarian	11.52
Exhibits Specialist I	12.80
Exhibits Specialist II	15.61
Exhibits Specialist III	16.46
Illustrator I	12.80
Illustrator II	15.61
Illustrator III	16.46
Librarian	18.01
Library Technician	12.28
Photographer I	11.14
Photographer II	15.63
Photographer III	16.46
Photographer IV	20.08
Photographer V	24.35

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.60
Counter Attendant	6.60
Dry Cleaner	7.94
Finisher, Flatwork, Machine	6.60
Presser, Hand	6.60
Presser, Machine, Drycleaning	6.60
Presser, Machine, Shirts	6.60
Presser, Machine, Wearing Apparel, Laundry	6.60
Sewing Machine Operator	8.37
Tailor	8.82
Washer, Machine	7.03

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	16.47
Tool and Die Maker	24.00

**Material Handling and Packing Occupations**

Forklift Operator	11.66
Fuel Distribution System Operator	13.35
Material Coordinator	15.78
Material Expediter	15.78
Material Handling Laborer	9.52

Order Filler	10.07
Production Line Worker (Food Processing)	12.60
Shipping Packer	8.91
Shipping/Receiving Clerk	8.91
Stock Clerk (Shelf Stocker; Store Worker II)	9.64
Store Worker I	8.29
Tools and Parts Attendant	10.25
Warehouse Specialist	12.60

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	17.49
Aircraft Mechanic Helper	12.33
Aircraft Quality Control Inspector	20.49
Aircraft Servicer	14.40
Aircraft Worker	15.42
Appliance Mechanic	16.47
Bicycle Repairer	12.90
Cable Splicer	17.49
Carpenter, Maintenance	16.47
Carpet Layer	15.42
Electrician, Maintenance	19.36
Electronics Technician, Maintenance I	17.23
Electronics Technician, Maintenance II	21.02
Electronics Technician, Maintenance III	22.35
Fabric Worker	14.40
Fire Alarm System Mechanic	17.49
Fire Extinguisher Repairer	13.35
Fuel Distribution System Mechanic	17.49
General Maintenance Worker	13.82
Heating, Refrigeration and Air Conditioning Mechanic	17.49
Heavy Equipment Mechanic	17.49
Heavy Equipment Operator	17.49
Instrument Mechanic	17.49
Laborer	10.36
Locksmith	16.47
Machinery Maintenance Mechanic	17.72
Machinist, Maintenance	17.84
Maintenance Trades Helper	12.33
Millwright	17.49
Office Appliance Repairer	16.47
Painter, Aircraft	16.47
Painter, Maintenance	16.47
Pipefitter, Maintenance	17.49
Plumber, Maintenance	16.47
Pneudraulic Systems Mechanic	17.49
Rigger	17.49
Scale Mechanic	15.42
Sheet-Metal Worker, Maintenance	17.49
Small Engine Mechanic	15.42

Telecommunication Mechanic I	
Telecommunication Mechanic II	18.04
Telephone Lineman	19.09
Welder, Combination, Maintenance	18.04
Well Driller	17.49
Woodcraft Worker	18.64
Woodworker	17.49
	13.82

**Miscellaneous Occupations**

Animal Caretaker	6.49
Carnival Equipment Operator	8.14
Carnival Equipment Repairer	7.10
Carnival Worker	6.16
Cashier	7.03
Desk Clerk	8.60
Embalmer	16.57
Lifeguard	8.81
Mortician	16.57
Park Attendant (Aide)	11.07
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.52
Recreation Specialist	10.38
Recycling Worker	9.37
Sales Clerk	8.81
School Crossing Guard (Crosswalk Attendant)	5.36
Sport Official	8.81
Survey Party Chief (Chief of Party)	13.25
Surveying Aide	9.23
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.65
Swimming Pool Operator	8.40
Vending Machine Attendant	8.14
Vending Machine Repairer	10.05
Vending Machine Repairer Helper	8.14

**Personal Needs Occupations**

Child Care Attendant	8.60
Child Care Center Clerk	10.72
Chore Aid	5.89
Homemaker	13.16

**Plant and System Operation Occupations**

Boiler Tender	17.49
Sewage Plant Operator	16.47
Stationary Engineer	17.49
Ventilation Equipment Tender	12.33
Water Treatment Plant Operator	16.47

**Protective Service Occupations**

Alarm Monitor	10.61
Corrections Officer	14.99

Court Security Officer	15.56
Detention Officer	14.97
Firefighter	14.97
Guard I	7.11
Guard II	9.57
Police Officer	18.63

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	15.77
Hatch Tender	15.77
Line Handler	15.77
Stevedore I	14.72
Stevedore II	16.83

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	11.88
Archeological Technician II	13.30
Archeological Technician III	16.46
Cartographic Technician	18.93
Civil Engineering Technician	16.46
Computer Based Training (CBT) Specialist/ Instructor	20.53
Drafter I	9.37
Drafter II	11.14
Drafter III	15.63
Drafter IV	16.46
Engineering Technician I	10.47
Engineering Technician II	11.65
Engineering Technician III	13.09
Engineering Technician IV	16.85
Engineering Technician V	20.56
Engineering Technician VI	24.93
Environmental Technician	13.85
Flight Simulator/Instructor (Pilot)	23.33
Graphic Artist	17.85
Instructor	17.16
Laboratory Technician	12.47
Mathematical Technician	16.85
Paralegal/Legal Assistant I	14.04
Paralegal/Legal Assistant II	14.37
Paralegal/Legal Assistant III	17.58
Paralegal/Legal Assistant IV	21.27
Photooptics Technician	16.85
Technical Writer	21.27
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16



Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	12.47
Weather Observer, Senior (3)	13.85
Weather Observer, Upper Air (3)	12.47
<b>Transportation/ Mobile Equipment Operation Occupations</b>	
Bus Driver	11.42
Parking and Lot Attendant	5.33
Shuttle Bus Driver	7.41
Taxi Driver	7.84
Truckdriver, Heavy Truck	12.18
Truckdriver, Light Truck	8.97
Truckdriver, Medium Truck	11.75
Truckdriver, Tractor-Trailer	12.18

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and

incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### **\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### **\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

##### **Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

##### **REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

##### **Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

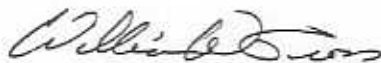
6) The contractor informs the affected employees.

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CONTRACT F41689-97-C-0509  
MODIFICATION A00053  
ATTACHMENT 2c

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2064  
Revision No.: 12  
Date of Last Revision: 05/07/2001

State: California

Area: California Counties of San Luis Obispo, Santa Barbara

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

Accounting Clerk I	9.53
Accounting Clerk II	10.87
Accounting Clerk III	12.78
Accounting Clerk IV	14.28
Court Reporter	14.31
Dispatcher, Motor Vehicle	14.12
Document Preparation Clerk	11.67
Duplicating Machine Operator	11.67
Film/Tape Librarian	13.38
General Clerk I	8.83
General Clerk II	10.29
General Clerk III	12.96
General Clerk IV	14.76
Housing Referral Assistant	17.16
Key Entry Operator I	10.20
Key Entry Operator II	11.51
Messenger (Courier)	9.15
Order Clerk I	9.77
Order Clerk II	11.17
Personnel Assistant (Employment) I	11.14
Personnel Assistant (Employment) II	12.54
Personnel Assistant (Employment) III	13.68
Personnel Assistant (Employment) IV	15.34
Production Control Clerk	15.54
Rental Clerk	11.42
Scheduler, Maintenance	12.09
Secretary I	12.09
Secretary II	13.12
Secretary III	17.16
Secretary IV	18.36
Secretary V	18.70
Service Order Dispatcher	13.48
Stenographer I	12.80

Stenographer II	14.80
Supply Technician	15.25
Survey Worker (Interviewer)	14.32
Switchboard Operator-Receptionist	9.85
Test Examiner	13.12
Test Proctor	13.12
Travel Clerk I	9.49
Travel Clerk II	9.99
Travel Clerk III	10.61
Word Processor I	12.56
Word Processor II	15.11
Word Processor III	15.86

**Automatic Data Processing Occupations**

Computer Data Librarian	14.14
Computer Operator I	10.48
Computer Operator II	14.37
Computer Operator III	16.05
Computer Operator IV	17.84
Computer Operator V	19.75
Computer Programmer I (1)	15.81
Computer Programmer II (1)	19.60
Computer Programmer III (1)	22.84
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	25.94
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.43

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	17.48
Automotive Glass Installer	16.09
Automotive Worker	16.09
Electrician, Automotive	16.80
Mobile Equipment Servicer	14.65
Motor Equipment Metal Mechanic	17.48
Motor Equipment Metal Worker	16.09
Motor Vehicle Mechanic	17.48
Motor Vehicle Mechanic Helper	13.96
Motor Vehicle Upholstery Worker	15.30
Motor Vehicle Wrecker	16.09
Painter, Automotive	16.80
Radiator Repair Specialist	16.09
Tire Repairer	14.15
Transmission Repair Specialist	17.48

**Food Preparation and Service Occupations**

Baker	13.21
Cook I	12.02



Cook II	13.21
Dishwasher	9.00
Food Service Worker	9.00
Meat Cutter	15.49
Waiter/Waitress	9.95

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	16.80
Furniture Handler	12.13
Furniture Refinisher	16.80
Furniture Refinisher Helper	13.96
Furniture Repairer, Minor	15.30
Upholsterer	16.80

**General Services and Support Occupations**

Cleaner, Vehicles	9.00
Elevator Operator	10.56
Gardener	12.02
House Keeping Aid I	8.07
House Keeping Aid II	9.17
Janitor	9.17
Laborer, Grounds Maintenance	9.96
Maid or Houseman	8.07
Pest Controller	13.58
Refuse Collector	11.90
Tractor Operator	11.45
Window Cleaner	10.14

**Health Occupations**

Dental Assistant	12.55
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
Licensed Practical Nurse I	13.94
Licensed Practical Nurse II	15.64
Licensed Practical Nurse III	17.50
Medical Assistant	12.90
Medical Laboratory Technician	12.90
Medical Record Clerk	12.90
Medical Record Technician	13.53
Nursing Assistant I	7.91
Nursing Assistant II	8.89
Nursing Assistant III	9.70
Nursing Assistant IV	10.88
Pharmacy Technician	12.94
Phlebotomist	11.58
Registered Nurse I	16.05
Registered Nurse II	19.63
Registered Nurse II, Specialist	19.63
Registered Nurse III	23.74
Registered Nurse III, Anesthetist	23.74

Registered Nurse IV

28.45

**Information and Arts Occupations**

Audiovisual Librarian	20.03
Exhibits Specialist I	17.22
Exhibits Specialist II	22.68
Exhibits Specialist III	24.75
Illustrator I	16.02
Illustrator II	20.42
Illustrator III	23.04
Librarian	20.40
Library Technician	13.35
Photographer I	15.22
Photographer II	17.01
Photographer III	21.69
Photographer IV	24.47
Photographer V	29.01

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.87
Counter Attendant	7.87
Dry Cleaner	8.92
Finisher, Flatwork, Machine	7.87
Presser, Hand	7.87
Presser, Machine, Drycleaning	7.87
Presser, Machine, Shirts	7.87
Presser, Machine, Wearing Apparel, Laundry	7.87
Sewing Machine Operator	8.98
Tailor	10.93
Washer, Machine	8.36

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	16.80
Tool and Die Maker	19.85

**Material Handling and Packing Occupations**

Forklift Operator	13.49
Fuel Distribution System Operator	15.36
Material Coordinator	14.50
Material Expediter	15.67
Material Handling Laborer	11.90
Order Filler	13.74
Production Line Worker (Food Processing)	14.47
Shipping Packer	11.66
Shipping/Receiving Clerk	11.66
Stock Clerk (Shelf Stocker; Store Worker II)	12.51
Store Worker I	9.50
Tools and Parts Attendant	13.49
Warehouse Specialist	13.20



**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	17.48
Aircraft Mechanic Helper	13.96
Aircraft Quality Control Inspector	18.23
Aircraft Servicer	15.30
Aircraft Worker	16.09
Appliance Mechanic	16.80
Bicycle Repairer	14.15
Cable Splicer	20.10
Carpenter, Maintenance	19.50
Carpet Layer	16.09
Electrician, Maintenance	22.70
Electronics Technician, Maintenance I	18.94
Electronics Technician, Maintenance II	20.65
Electronics Technician, Maintenance III	23.12
Fabric Worker	15.30
Fire Alarm System Mechanic	20.10
Fire Extinguisher Repairer	16.84
Fuel Distribution System Mechanic	20.14
General Maintenance Worker	16.09
Heating, Refrigeration and Air Conditioning Mechanic	17.71
Heavy Equipment Mechanic	18.90
Heavy Equipment Operator	18.02
Instrument Mechanic	20.10
Laborer	10.36
Locksmith	16.80
Machinery Maintenance Mechanic	19.05
Machinist, Maintenance	18.84
Maintenance Trades Helper	13.96
Millwright	20.10
Office Appliance Repairer	16.80
Painter, Aircraft	16.80
Painter, Maintenance	16.80
Pipefitter, Maintenance	22.41
Plumber, Maintenance	21.53
Pneudraulic Systems Mechanic	20.10
Rigger	20.10
Scale Mechanic	18.51
Sheet-Metal Worker, Maintenance	17.48
Small Engine Mechanic	16.09
Telecommunication Mechanic I	20.10
Telecommunication Mechanic II	20.69
Telephone Lineman	20.10
Welder, Combination, Maintenance	17.48
Well Driller	17.48
Woodcraft Worker	17.48
Woodworker	14.65

**Miscellaneous Occupations**

Animal Caretaker	10.89
Carnival Equipment Operator	15.15
Carnival Equipment Repairer	15.89
Carnival Worker	10.35
Cashier	8.83
Desk Clerk	10.52
Embalmer	15.49
Lifeguard	9.37
Mortician	17.49
Park Attendant (Aide)	11.76
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.77
Recreation Specialist	14.57
Recycling Worker	15.15
Sales Clerk	9.37
School Crossing Guard (Crosswalk Attendant)	9.00
Sport Official	9.37
Survey Party Chief (Chief of Party)	19.87
Surveying Aide	13.09
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.95
Swimming Pool Operator	13.21
Vending Machine Attendant	12.01
Vending Machine Repairer	13.86
Vending Machine Repairer Helper	12.01

**Personal Needs Occupations**

Child Care Attendant	10.52
Child Care Center Clerk	13.83
Chore Aid	9.28
Homemaker	15.36

**Plant and System Operation Occupations**

Boiler Tender	17.48
Sewage Plant Operator	19.31
Stationary Engineer	20.10
Ventilation Equipment Tender	13.96
Water Treatment Plant Operator	19.31

**Protective Service Occupations**

Alarm Monitor	11.97
Corrections Officer	21.09
Court Security Officer	21.09
Detention Officer	21.09
Firefighter	19.16
Guard I	9.79
Guard II	10.41
Police Officer	23.01

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	17.16
Hatch Tender	14.91
Line Handler	14.91
Stevedore I	16.14
Stevedore II	17.64

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	27.53
Air Traffic Control Specialist, Station (2)	18.98
Air Traffic Control Specialist, Terminal (2)	20.91
Archeological Technician I	15.59
Archeological Technician II	17.43
Archeological Technician III	21.60
Cartographic Technician	23.79
Civil Engineering Technician	21.20
Computer Based Training (CBT) Specialist/ Instructor	20.50
Drafter I	14.08
Drafter II	15.79
Drafter III	17.69
Drafter IV	21.60
Engineering Technician I	13.97
Engineering Technician II	16.27
Engineering Technician III	17.84
Engineering Technician IV	22.87
Engineering Technician V	28.07
Engineering Technician VI	33.97
Environmental Technician	15.47
Flight Simulator/Instructor (Pilot)	23.39
Graphic Artist	19.62
Instructor	19.62
Laboratory Technician	14.90
Mathematical Technician	15.76
Paralegal/Legal Assistant I	14.46
Paralegal/Legal Assistant II	18.47
Paralegal/Legal Assistant III	22.57
Paralegal/Legal Assistant IV	27.30
Photooptics Technician	18.89
Technical Writer	22.71
Unexploded (UXO) Safety Escort	17.49
Unexploded (UXO) Sweep Personnel	17.49
Unexploded Ordnance (UXO) Technician I	17.49
Unexploded Ordnance (UXO) Technician II	21.71
Unexploded Ordnance (UXO) Technician III	25.37
Weather Observer, Combined Upper Air and Surface Programs (3)	15.51
Weather Observer, Senior (3)	17.24
Weather Observer, Upper Air (3)	15.51

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	13.73
Parking and Lot Attendant	6.96
Shuttle Bus Driver	10.00
Taxi Driver	9.88
Truckdriver, Heavy Truck	15.39
Truckdriver, Light Truck	10.01
Truckdriver, Medium Truck	15.15
Truckdriver, Tractor-Trailer	15.39

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to

immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the



employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

CONTRACT F41689-97-C-0509  
MODIFICATION A00053  
ATTACHMENT 2d

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2544  
Revision No.: 23  
Date of Last Revision: 05/15/2001

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans  
Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News,  
Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	8.38
Accounting Clerk II	10.58
Accounting Clerk III	13.17
Accounting Clerk IV	14.28
Court Reporter	12.87
Dispatcher, Motor Vehicle	12.63
Document Preparation Clerk	9.71
Duplicating Machine Operator	9.71
Film/Tape Librarian	9.60
General Clerk I	7.91
General Clerk II	9.73
General Clerk III	12.10
General Clerk IV	13.53
Housing Referral Assistant	14.93
Key Entry Operator I	9.13
Key Entry Operator II	11.49
Messenger (Courier)	7.89
Order Clerk I	10.12
Order Clerk II	13.24
Personnel Assistant (Employment) I	10.43
Personnel Assistant (Employment) II	12.06
Personnel Assistant (Employment) III	12.74
Personnel Assistant (Employment) IV	14.59
Production Control Clerk	16.40
Rental Clerk	10.32
Scheduler, Maintenance	11.24
Secretary I	11.24
Secretary II	13.08
Secretary III	14.93
Secretary IV	17.50
Secretary V	18.37



Service Order Dispatcher	11.04
Stenographer I	10.45
Stenographer II	11.74
Supply Technician	15.74
Survey Worker (Interviewer)	11.18
Switchboard Operator-Receptionist	8.36
Test Examiner	13.08
Test Proctor	13.08
Travel Clerk I	9.02
Travel Clerk II	9.63
Travel Clerk III	10.27
Word Processor I	10.70
Word Processor II	12.05
Word Processor III	13.50

**Automatic Data Processing Occupations**

Computer Data Librarian	8.55
Computer Operator I	10.35
Computer Operator II	11.97
Computer Operator III	14.82
Computer Operator IV	17.17
Computer Operator V	18.25
Computer Programmer I (1)	18.32
Computer Programmer II (1)	20.73
Computer Programmer III (1)	24.72
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	23.07
Computer Systems Analyst II (1)	26.57
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.93

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	16.79
Automotive Glass Installer	15.31
Automotive Worker	15.31
Electrician, Automotive	16.03
Mobile Equipment Servicer	13.84
Motor Equipment Metal Mechanic	16.79
Motor Equipment Metal Worker	15.31
Motor Vehicle Mechanic	16.79
Motor Vehicle Mechanic Helper	13.05
Motor Vehicle Upholstery Worker	14.56
Motor Vehicle Wrecker	15.31
Painter, Automotive	16.03
Radiator Repair Specialist	14.56
Tire Repairer	13.37
Transmission Repair Specialist	16.79

**Food Preparation and Service Occupations**

Baker	
Cook I	8.98
Cook II	8.39
Dishwasher	9.28
Food Service Worker	7.20
Meat Cutter	7.20
Waiter/Waitress	11.54
	7.56

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	
Furniture Handler	18.43
Furniture Refinisher	13.34
Furniture Refinisher Helper	16.03
Furniture Repairer, Minor	13.05
Upholsterer	14.56
	16.03

**General Services and Support Occupations**

Cleaner, Vehicles	
Elevator Operator	8.29
Gardener	7.20
House Keeping Aid I	10.19
House Keeping Aid II	6.93
Janitor	8.88
Laborer, Grounds Maintenance	8.28
Maid or Houseman	8.65
Pest Controller	6.46
Refuse Collector	8.74
Tractor Operator	8.28
Window Cleaner	9.71
	9.00

**Health Occupations**

Dental Assistant	
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.11
Licensed Practical Nurse I	12.21
Licensed Practical Nurse II	10.24
Licensed Practical Nurse III	11.49
Medical Assistant	12.85
Medical Laboratory Technician	9.79
Medical Record Clerk	11.39
Medical Record Technician	10.90
Nursing Assistant I	13.15
Nursing Assistant II	7.67
Nursing Assistant III	8.63
Nursing Assistant IV	9.42
Pharmacy Technician	10.56
Phlebotomist	11.84
Registered Nurse I	11.49
Registered Nurse II	17.93
Registered Nurse II, Specialist	21.36
	21.29

Registered Nurse III	
Registered Nurse III, Anesthetist	25.76
Registered Nurse IV	25.76
	30.87

**Information and Arts Occupations**

Audiovisual Librarian	
Exhibits Specialist I	14.23
Exhibits Specialist II	15.55
Exhibits Specialist III	18.89
Illustrator I	20.98
Illustrator II	16.39
Illustrator III	19.91
Librarian	22.11
Library Technician	18.81
Photographer I	11.41
Photographer II	11.73
Photographer III	15.55
Photographer IV	18.89
Photographer V	20.98
	25.39

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.95
Counter Attendant	6.95
Dry Cleaner	7.44
Finisher, Flatwork, Machine	6.95
Presser, Hand	6.95
Presser, Machine, Drycleaning	6.95
Presser, Machine, Shirts	6.95
Presser, Machine, Wearing Apparel, Laundry	6.95
Sewing Machine Operator	7.97
Tailor	9.68
Washer, Machine	7.49

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	16.66
Tool and Die Maker	18.46

**Material Handling and Packing Occupations**

Forklift Operator	12.33
Fuel Distribution System Operator	13.84
Material Coordinator	16.69
Material Expediter	16.69
Material Handling Laborer	8.86
Order Filler	8.94
Production Line Worker (Food Processing)	10.91
Shipping Packer	10.54
Shipping/Receiving Clerk	10.54
Stock Clerk (Shelf Stocker, Store Worker II)	11.42
Store Worker I	9.02

Tools and Parts Attendant	14.93
Warehouse Specialist	14.36

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	19.46
Aircraft Mechanic Helper	15.13
Aircraft Quality Control Inspector	20.32
Aircraft Servicer	16.87
Aircraft Worker	17.74
Appliance Mechanic	16.03
Bicycle Repairer	13.37
Cable Splicer	16.79
Carpenter, Maintenance	16.03
Carpet Layer	17.61
Electrician, Maintenance	16.79
Electronics Technician, Maintenance I	15.14
Electronics Technician, Maintenance II	15.48
Electronics Technician, Maintenance III	16.59
Fabric Worker	14.56
Fire Alarm System Mechanic	16.79
Fire Extinguisher Repairer	13.84
Fuel Distribution System Mechanic	16.79
General Maintenance Worker	15.31
Heating, Refrigeration and Air Conditioning Mechanic	16.79
Heavy Equipment Mechanic	16.79
Heavy Equipment Operator	16.79
Instrument Mechanic	16.79
Laborer	10.02
Locksmith	16.03
Machinery Maintenance Mechanic	16.75
Machinist, Maintenance	16.79
Maintenance Trades Helper	13.05
Millwright	20.58
Office Appliance Repairer	16.03
Painter, Aircraft	17.49
Painter, Maintenance	16.03
Pipefitter, Maintenance	16.79
Plumber, Maintenance	16.03
Pneudraulic Systems Mechanic	16.79
Rigger	16.79
Scale Mechanic	15.31
Sheet-Metal Worker, Maintenance	16.79
Small Engine Mechanic	15.31
Telecommunication Mechanic I	16.79
Telecommunication Mechanic II	20.16
Telephone Lineman	16.79
Welder, Combination, Maintenance	16.79
Well Driller	16.79
Woodcraft Worker	16.79

Woodworker	13.84
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**Miscellaneous Occupations**

Animal Caretaker	7.25
Carnival Equipment Operator	8.79
Carnival Equipment Repairer	9.22
Carnival Worker	6.26
Cashier	6.45
Desk Clerk	7.25
Embalmer	17.63
Lifeguard	7.34
Mortician	17.63
Park Attendant (Aide)	9.21
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.22
Recreation Specialist	13.50
Recycling Worker	10.14
Sales Clerk	7.34
School Crossing Guard (Crosswalk Attendant)	8.28
Sport Official	6.38
Survey Party Chief (Chief of Party)	11.30
Surveying Aide	7.05
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.27
Swimming Pool Operator	10.33
Vending Machine Attendant	10.14
Vending Machine Repairer	11.88
Vending Machine Repairer Helper	10.14

**Personal Needs Occupations**

Child Care Attendant	6.63
Child Care Center Clerk	10.26
Chore Aid	6.46
Homemaker	10.45

**Plant and System Operation Occupations**

Boiler Tender	16.79
Sewage Plant Operator	17.81
Stationary Engineer	16.79
Ventilation Equipment Tender	13.05
Water Treatment Plant Operator	17.81

**Protective Service Occupations**

Alarm Monitor	9.87
Corrections Officer	12.33
Court Security Officer	13.19
Detention Officer	13.19
Firefighter	13.65
Guard I	7.67
Guard II	9.18
Police Officer	15.86

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	14.68
Hatch Tender	12.76
Line Handler	12.76
Stevedore I	14.04
Stevedore II	15.42

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	27.37
Air Traffic Control Specialist, Station (2)	18.88
Air Traffic Control Specialist, Terminal (2)	20.78
Archeological Technician I	11.83
Archeological Technician II	13.30
Archeological Technician III	16.43
Cartographic Technician	17.17
Civil Engineering Technician	18.89
Computer Based Training (CBT) Specialist/ Instructor	20.97
Drafter I	10.42
Drafter II	11.73
Drafter III	14.74
Drafter IV	17.91
Engineering Technician I	14.16
Engineering Technician II	15.15
Engineering Technician III	18.67
Engineering Technician IV	22.61
Engineering Technician V	26.41
Engineering Technician VI	32.63
Environmental Technician	16.43
Flight Simulator/Instructor (Pilot)	24.14
Graphic Artist	18.24
Instructor	18.12
Laboratory Technician	12.28
Mathematical Technician	16.43
Paralegal/Legal Assistant I	12.60
Paralegal/Legal Assistant II	15.30
Paralegal/Legal Assistant III	18.72
Paralegal/Legal Assistant IV	22.65
Photooptics Technician	18.89
Technical Writer	17.88
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	14.08
Weather Observer, Senior (3)	15.24
Weather Observer, Upper Air (3)	14.08

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	9.75
Parking and Lot Attendant	7.22
Shuttle Bus Driver	9.33
Taxi Driver	8.80
Truckdriver, Heavy Truck	13.31
Truckdriver, Light Truck	9.33
Truckdriver, Medium Truck	9.75
Truckdriver, Tractor-Trailer	13.31

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and



hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of

Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

CONTRACT F41689-97-C-0509  
MODIFICATION A00053  
ATTACHMENT 2e

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2122  
Revision No.: 15  
Date of Last Revision: 07/20/2001

State: Florida

Area: Florida Counties of Calhoun, Escambia, Franklin, Gadsden, Gulf, Holmes, Jackson, Jefferson, Leon, Liberty, Okaloosa, Santa Rosa, Wakulla, Walton, Washington

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

**Administrative Support and Clerical Occupations**

Accounting Clerk I	8.86
Accounting Clerk II	9.85
Accounting Clerk III	11.66
Accounting Clerk IV	14.11
Court Reporter	11.70
Dispatcher, Motor Vehicle	11.74
Document Preparation Clerk	8.89
Duplicating Machine Operator	8.89
Film/Tape Librarian	10.91
General Clerk I	6.65
General Clerk II	8.44
General Clerk III	9.88
General Clerk IV	11.10
Housing Referral Assistant	11.67
Key Entry Operator I	9.00
Key Entry Operator II	10.99
Messenger (Courier)	6.65
Order Clerk I	9.07
Order Clerk II	11.88
Personnel Assistant (Employment) I	6.95
Personnel Assistant (Employment) II	8.83
Personnel Assistant (Employment) III	10.33
Personnel Assistant (Employment) IV	11.60
Production Control Clerk	12.22
Rental Clerk	10.38
Scheduler, Maintenance	10.93
Secretary I	10.44
Secretary II	11.16
Secretary III	11.67
Secretary IV	12.77
Secretary V	14.11
Service Order Dispatcher	10.38

Stenographer I	9.74
Stenographer II	12.22
Supply Technician	12.79
Survey Worker (Interviewer)	11.74
Switchboard Operator-Receptionist	8.76
Test Examiner	11.16
Test Proctor	11.16
Travel Clerk I	8.89
Travel Clerk II	9.45
Travel Clerk III	9.98
Word Processor I	7.93
Word Processor II	9.53
Word Processor III	10.06

**Automatic Data Processing Occupations**

Computer Data Librarian	9.22
Computer Operator I	9.67
Computer Operator II	11.50
Computer Operator III	13.07
Computer Operator IV	15.16
Computer Operator V	15.94
Computer Programmer I (1)	13.26
Computer Programmer II (1)	16.42
Computer Programmer III (1)	19.75
Computer Programmer IV (1)	22.51
Computer Systems Analyst I (1)	18.39
Computer Systems Analyst II (1)	21.15
Computer Systems Analyst III (1)	24.12
Peripheral Equipment Operator	10.60

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	17.84
Automotive Glass Installer	16.05
Automotive Worker	16.05
Electrician, Automotive	16.94
Mobile Equipment Servicer	14.27
Motor Equipment Metal Mechanic	17.84
Motor Equipment Metal Worker	16.05
Motor Vehicle Mechanic	17.84
Motor Vehicle Mechanic Helper	13.32
Motor Vehicle Upholstery Worker	15.19
Motor Vehicle Wrecker	16.05
Painter, Automotive	16.94
Radiator Repair Specialist	16.05
Tire Repairer	13.79
Transmission Repair Specialist	17.84

**Food Preparation and Service Occupations**

Baker	10.02
-------	-------

Cook I	
Cook II	8.91
Dishwasher	10.02
Food Service Worker	6.72
Meat Cutter	6.72
Waiter/Waitress	10.02
	7.12

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	16.94
Furniture Handler	12.50
Furniture Refinisher	16.94
Furniture Refinisher Helper	13.32
Furniture Repairer, Minor	15.19
Upholsterer	16.94

**General Services and Support Occupations**

Cleaner, Vehicles	6.58
Elevator Operator	6.83
Gardener	10.25
House Keeping Aid I	6.40
House Keeping Aid II	6.83
Janitor	7.27
Laborer, Grounds Maintenance	8.19
Maid or Houseman	6.40
Pest Controller	9.48
Refuse Collector	6.52
Tractor Operator	9.56
Window Cleaner	7.46

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.02
Licensed Practical Nurse II	11.24
Licensed Practical Nurse III	12.57
Medical Assistant	9.77
Medical Laboratory Technician	9.81
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.36
Nursing Assistant II	8.27
Nursing Assistant III	9.03
Nursing Assistant IV	10.12
Pharmacy Technician	12.19
Phlebotomist	11.24
Registered Nurse I	15.57
Registered Nurse II	19.06
Registered Nurse II, Specialist	19.06
Registered Nurse III	23.06

Registered Nurse III, Anesthetist	23.06
Registered Nurse IV	27.63

**Information and Arts Occupations**

Audiovisual Librarian	15.05
Exhibits Specialist I	15.26
Exhibits Specialist II	18.59
Exhibits Specialist III	21.87
Illustrator I	15.26
Illustrator II	18.59
Illustrator III	21.87
Librarian	14.78
Library Technician	11.65
Photographer I	12.90
Photographer II	15.26
Photographer III	18.59
Photographer IV	21.87
Photographer V	26.44

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.94
Counter Attendant	6.94
Dry Cleaner	7.37
Finisher, Flatwork, Machine	6.94
Presser, Hand	6.94
Presser, Machine, Drycleaning	6.94
Presser, Machine, Shirts	6.94
Presser, Machine, Wearing Apparel, Laundry	6.94
Sewing Machine Operator	8.98
Tailor	9.46
Washer, Machine	7.32

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	16.94
Tool and Die Maker	20.53

**Material Handling and Packing Occupations**

Forklift Operator	12.50
Fuel Distribution System Operator	15.08
Material Coordinator	16.41
Material Expediter	16.41
Material Handling Laborer	10.44
Order Filler	10.18
Production Line Worker (Food Processing)	13.32
Shipping Packer	9.55
Shipping/Receiving Clerk	10.33
Stock Clerk (Shelf Stocker; Store Worker II)	11.60
Store Worker I	8.59
Tools and Parts Attendant	13.32



Warehouse Specialist

12.04

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	17.84
Aircraft Mechanic Helper	13.32
Aircraft Quality Control Inspector	18.75
Aircraft Servicer	15.19
Aircraft Worker	16.05
Appliance Mechanic	16.94
Bicycle Repairer	13.79
Cable Splicer	17.84
Carpenter, Maintenance	16.94
Carpet Layer	16.05
Electrician, Maintenance	17.84
Electronics Technician, Maintenance I	16.72
Electronics Technician, Maintenance II	19.35
Electronics Technician, Maintenance III	20.39
Fabric Worker	15.19
Fire Alarm System Mechanic	17.84
Fire Extinguisher Repairer	14.27
Fuel Distribution System Mechanic	17.84
General Maintenance Worker	16.05
Heating, Refrigeration and Air Conditioning Mechanic	17.84
Heavy Equipment Mechanic	17.84
Heavy Equipment Operator	17.84
Instrument Mechanic	17.84
Laborer	9.00
Locksmith	16.94
Machinery Maintenance Mechanic	19.48
Machinist, Maintenance	17.84
Maintenance Trades Helper	13.32
Millwright	17.84
Office Appliance Repairer	16.94
Painter, Aircraft	16.94
Painter, Maintenance	16.94
Pipefitter, Maintenance	17.84
Plumber, Maintenance	16.94
Pneudraulic Systems Mechanic	17.84
Rigger	17.84
Scale Mechanic	16.05
Sheet-Metal Worker, Maintenance	17.84
Small Engine Mechanic	16.05
Telecommunication Mechanic I	17.84
Telecommunication Mechanic II	18.75
Telephone Lineman	17.84
Welder, Combination, Maintenance	17.84
Well Driller	17.84
Woodcraft Worker	17.84
Woodworker	14.27

**Miscellaneous Occupations**

Animal Caretaker	8.88
Carnival Equipment Operator	8.31
Carnival Equipment Repairer	8.91
Carnival Worker	6.94
Cashier	6.27
Desk Clerk	6.82
Embalmer	16.57
Lifeguard	6.66
Mortician	16.57
Park Attendant (Aide)	8.37
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.48
Recreation Specialist	11.63
Recycling Worker	8.31
Sales Clerk	6.66
School Crossing Guard (Crosswalk Attendant)	6.94
Sport Official	5.79
Survey Party Chief (Chief of Party)	10.25
Surveying Aide	6.13
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.32
Swimming Pool Operator	10.02
Vending Machine Attendant	8.31
Vending Machine Repairer	10.02
Vending Machine Repairer Helper	8.31

**Personal Needs Occupations**

Child Care Attendant	6.61
Child Care Center Clerk	8.23
Chore Aid	5.93
Homemaker	9.01

**Plant and System Operation Occupations**

Boiler Tender	17.84
Sewage Plant Operator	16.94
Stationary Engineer	17.84
Ventilation Equipment Tender	13.32
Water Treatment Plant Operator	16.94

**Protective Service Occupations**

Alarm Monitor	6.73
Corrections Officer	12.32
Court Security Officer	14.11
Detention Officer	14.11
Firefighter	14.11
Guard I	6.13
Guard II	6.73
Police Officer	15.89

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	
Hatch Tender	14.56
Line Handler	14.56
Stevedore I	14.56
Stevedore II	13.72
	15.29

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	9.20
Archeological Technician II	10.35
Archeological Technician III	12.78
Cartographic Technician	12.78
Civil Engineering Technician	14.70
Computer Based Training (CBT) Specialist/ Instructor	19.28
Drafter I	10.75
Drafter II	12.90
Drafter III	15.26
Drafter IV	18.59
Engineering Technician I	8.37
Engineering Technician II	9.37
Engineering Technician III	10.50
Engineering Technician IV	12.99
Engineering Technician V	15.91
Engineering Technician VI	19.24
Environmental Technician	12.78
Flight Simulator/Instructor (Pilot)	23.19
Graphic Artist	18.39
Instructor	17.16
Laboratory Technician	12.47
Mathematical Technician	12.78
Paralegal/Legal Assistant I	10.17
Paralegal/Legal Assistant II	11.63
Paralegal/Legal Assistant III	14.23
Paralegal/Legal Assistant IV	17.21
Photooptics Technician	12.78
Technical Writer	19.19
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
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Weather Observer, Combined Upper Air and Surface Programs (3)	12.47
Weather Observer, Senior (3)	16.08
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**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	
Parking and Lot Attendant	11.47
Shuttle Bus Driver	7.89
Taxi Driver	10.77
Truckdriver, Heavy Truck	9.74
Truckdriver, Light Truck	12.11
Truckdriver, Medium Truck	10.77
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**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and

hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the

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ATTACHMENT 2f



REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

Page 1

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 2000-0096  
Revision No.: 2  
Date of Last Revision: 07/20/2000

State: Texas

Area: Texas County of Wichita

Employed on Sheppard Air Force Base contract(s) for maintenance services.

Collective Bargaining Agreement between Raytheon Aerospace Company and International Association of Machinists and Aerospace Workers District Lodge #776 and Local Lodge #2771 effective January 27, 2000 through April 11, 2003.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).